

ENROLLED ORDINANCE 158-21

RATIFICATION OF 2002-2003-2004 ACCORD COLLECTIVE
BARGAINING AGREEMENTS

WHEREAS Waukesha County has engaged in collective bargaining with employees represented by the Association of Civilian Correctional Officers and Radio Dispatchers (ACCORD), and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the Association of Civilian Correctional Officers and Radio Dispatchers be approved.

I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Modify recognition clause to change the name of the Association to Waukesha County Professional Correctional Officer and Telecommunicators Association.
- C. Incorporate the previously agreed upon Memorandum of Understanding regarding compensatory time under the Fair Labor Standards Act.
- D. Modify Funeral Leave provisions to reflect current practice of providing funeral leave for eligible step relations.

II. Benefits

- A. Effective August 1, 2003, modify the Point of Service health insurance provisions as follows:
 - 1. Change the in-network benefits by adding a deductible of \$100 single/\$300 family; with a 90%/10% coinsurance, and an out-of-pocket maximum of \$400 single/\$800 family.
 - 2. Modify the prescription drug copay from \$5 to \$10 generic/\$15 brand/\$25 out-of-formulary.
- B. Effective August 1, 2003, modify the CompCare HMO health plan provisions as follows:
 - 1. Lifetime maximum \$2 million
 - 2. Emergency room co-pay--\$25 life threatening; \$50 urgent care
 - 3. Office Visit \$10
 - 4. Inpatient co-pay \$25 per day, maximum \$250 per occurrence
 - 5. Medical equipment copay \$25
 - 6. Skilled home care copay \$10
 - 7. Drug co-pay \$10 generic, \$20 brand, \$30 out of formulary

- C. Modify health insurance provisions for employees who retire by providing that they may continue to participate in the retiree group medical plan beyond age 65.
- D. Effective for 2004, the County will provide employees the opportunity to participate in a Section 125 Medical Reimbursement Plan.
- E. Effective January 1 2004, the County will provide a Post Employment Health Reimbursement Plan (VEBA) to regular full time and regular part-time employees. The County will contribute \$200 annually for each eligible employee.

III. Classification and Compensation

- A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.
- B. An across-the-board increase of two percent (2%) shall be applied to the 2002 rates of pay effective December 28, 2002.
- C. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of pay effective July 26, 2003.
- D. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of pay effective December 27, 2003.
- E. An across-the-board increase of two percent (2%) shall be applied to the 2004 rates of pay effective June 26, 2004.